Oak Tree Contract

I am a leader. I must be involved and make the hard decisions to keep you safe. I will go beyond pre-weekend and pre-leave safety briefings.

I am your first-line supervisor and I want to be involved in the planning of your leaves and passes. We must reach a joint-agreement on your safety.

This discussion – what I call a "meeting under the oak tree" – involves two stages and is especially important for you if you intend to go on block leave after prolonged deployments. I will not issue an approved leave or pass form until we have completed both stages.

a. The first stage requires our leaders to present a safety briefing at a unit-level assembly. During this briefing, our leaders will make very clear to us exactly what hazards we face and what we must do to protect ourselves.

Stage one complete: initials_____ date_____

b. The second stage is what we're doing right now – sitting down and making a "verbal contract" about your safety. I am asking you to provide specific information about your plans. Let 's jointly identify and assess the hazards and risks you may encounter on your time off. Let's both identify and implement measures to ensure your safe return. Lastly, I cannot approve your leave until I am fully satisfied with this "contract."

Stage two complete: initials_____date_____

My intent is to make your time off safe—Work hard, Play hard—and take care of yourselves, as we are the Ever Vigilant guardians of the gateways to the future.

EVER VIGILANT!

TYPED NAME OF SUPERVISOR
SGT, USA
Company

TYPED NAME OF SOLDIER
RANK, USA
Company